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[mailto:dean@bsd.uchicago.edu]  
**Sent:** Friday, March 18, 2016 11:34 AM  
**To:** BSD Faculty  
**Subject:** Improvement to Parental Leave Policy

To: BSD Faculty  
From: Kenneth S. Polonsky, MD, Dean and EVP for Medical Affairs  
Re: Improvement to parental leave policy  
Date: March 18, 2016

I am pleased to announce a significant improvement to the benefits for BSD and SOM faculty members who become parents through birth or adoption. Effective April 1, 2016, faculty members who become parents through birth or adoption may now elect to receive up to 12 weeks of paid Family and Medical Leave Act (FMLA) leave. This change aligns the benefits level in the BSD with the parental leave enjoyed by faculty colleagues in the other academic units of the University.

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Thank you  
University of Chicago Medicine and Biological Sciences  
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